
Determinant Analysis of Work Motivation and Its Impact on Employee Performance at Halu Oleo Kendari University

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ABSTRACT

This look at ambitions to take a look at the effect of duty, organizational culture and management ethics on worker paintings motivation and on employee overall performance at Halu Oleo-Kendari University. This studies uses a correlation test approach this is useful for explaining whether there may be a relationship between variables. In In this study, the sample consisted of 30 workforce individuals at the Faculty of Social and Political Sciences. Respondents have been decided on using a random sampling technique. Correlation take a look at with a couple of regression evaluation method is used to check the speculation. Before us checking out the hypotheses, element evaluation and classical assumption assessments were accomplished to check the validity and reliability of the instrument and the fine of the information. The studies results show that organizational subculture and ethical management has a effective effect on the work motivation of the staff individuals of the Faculty of Social and Political Sciences and their overall performance. Whereas responsibility only undoubtedly affects performance and now not on worker motivation on the Faculty of Social and Political Sciences.

Keywords: Accountability, Leadership, Commitment, Performance, Motivation

INTRODUCTION

The performance of an employer 's personnel is one of the issues that draws the eye of researchers and teachers. Various research conducted specially to identify the determinants of worker performance have supplied loads of useful information thrilling to improve employee performance, which in turn has an effect on universal organizational overall performance, which includes at a university. Nevertheless, due to the fact the complexity of the problems faced by using companies in efforts to improve the overall performance of their personnel lead to failure or no longer assembly most expectations. In government groups in

Indonesia for instance, efforts to improve the performance of civil servants are executed in various methods, and one among them is by presenting remuneration or unique allowances for boom worker motivation. Herzberg argues that there are certain factors that may be introduced via the business enterprise that may at once encourage employees to paintings harder (motivating factors), and conversely there are also elements with a view to lessen employee motivation if no longer fulfilled (hygiene). Employees will be stimulated to paintings more difficult via motivating factors which includes being given greater responsibility extra, interesting work, masses of kudos for a process well performed. And

conversely employees can come to be unmotivated if outside factors are not met for instance earnings, proper working situations consisting of environmental situations, paintings equipment, and relationships with colleagues who are not running efficaciously.

Referring to numerous references, the main matters that affect the overall performance of an company are personal elements, leadership, and device that applies inside the employer (Rumintjap, 2013) If these elements can be completed properly, then the performance accomplished can be maximal (Imelda 2005). In this research, non-public elements are related to the motivation of personnel in it, factors leadership refers to the ethics of management this is finished, while the organizational gadget stated right here refers on governance particularly accountability and organizational way of life. Explicitly, this take a look at ambitions to study the impact of responsibility, organizational way of life and moral leadership on employee motivation

Accountability. In research conducted by Seliamang (2015) it was found that the accountability carried out can increase employee motivation and subsequently improve the organizational performance of the orphanage. According to Hara (2016) accountability. A good attitude indicates a strong sense of responsibility in

managing the organization. Accountability is also a source of information for the organization so that decision making in order to provide the best service can be carried out (Sofyani & Akbar, 2013).

Accountability is a form of management accountability to stakeholders by presenting, reporting and disclosing all activities as well as activities within the organization (Mahsun et al., 2013; Ulum & Sofyani, 2016). Specific orphanage information is conveyed community, government and donors. The existence of accountability indicates the institution's commitment to implementing the practice good governance within the organization. This can become legitimacy and a positive signal to stakeholders, including the managers involved in organizing the orphanage (Spence, 2002; Celani & Singh, 2011; Connelly et al., 2011).

The existence of good accountability can increase the trust and morale of members of the organization because they become more convinced that the organization has high honesty and openness. This will further encourage members to try well in carrying out their duties and authorities (Certo, 2003). Accordingly, the higher accountability, the higher the work motivation and performance.

H1a: Accountability has a positive effect on work motivation

H1b: Accountability has a positive effect on the performance of staff members of the Faculty of Social and Political Sciences, Aleo-Kendari University of Halu Aleo-Kendari

Organizational Culture. Furthermore, another aspect related to organizational performance is the culture within the organization itself. Culture that good and grow from positive values that exist in the organization can influence the behavior of members in their activities because creating a good work environment in achieving organizational goals (Kurniawan, 2013). Organizational culture is a system of shared understanding or understanding among members regarding values, policies, assumptions and beliefs related to the actual organization and the behavior that members should carry out (Robbins & Judge, 2008). With an organizational culture that can create a conducive work environment, the driving force of the organization will be encouraged to be enthusiastic Work. In research conducted by Salahuddin & Marpaung (2016), Susanto & Aisyah (2010) it was found that organizational culture has a positive and significant effect on work motivation. Robbin (1995) organizational culture with the values of kinship and

togetherness, balance and alignment, honesty and openness and mutual. Trust and mutual respect are the basis for running an organization to improve performance. With a norm organizations can adapt to the environment, all activities are carried out happily so that they can achieve organization goals. In research conducted by Kurniawan (2013), Arifin (2014), Hara (2016), it also shows that organizational culture has a positive effect on organizational performance.

H2a: Organizational culture has a positive effect on work motivation

H2b: Organizational culture has a positive effect on the performance of staff members of the Faculty of Social and Political Sciences, University of Halu Aleo-Kendari

Ethical Leadership. In research conducted by Seliamang (2015) it was found that the higher the ethical leadership, the more high performance orphanages. Ethical leadership provides role models and awareness to members of the importance of organizational goals. This can have a positive influence so that members carry out organizational activities in accordance with the goals and objectives of the organization, so that organizational goals are achieved to the fullest. Wibowo (2016) ethical leadership is the attitude of someone who is fair, honest and trustworthy, where is the moral dimension become a personality trait of a leader. Ethical leaders are characterized by those who involve members to participate actively in every decision taken considering the welfare of members. The attitude of an ethical leader makes. Members feel valued, protected and acknowledged. This can boost the morale of the members. In research conducted by Baihaqi (2013) leadership has influence positive and significant impact on work motivation Nugroho (2013) good leadership must be carried out consciously and based on ethical principles consistent with the values adopted by the organization. The existence of ethical behavior will create a more comfortable working atmosphere, leaders attach importance to organizational success, every decision taken considers ethical values so that the output obtained is maximized. In research conducted by Seliamang (2015) shows that ethical leadership has a positive and significant effect on organizational performance of staff members of the Faculty of Social and Political Sciences, Halu Aleo-Kendari University.

H3a: Ethical Leadership has a positive effect on work motivation

H3b: Ethical Leadership has a positive effect on the organizational performance of the staff members of the Faculty of Social and Political Sciences, Halu Aleo-Kendari University.

Motivation. Motivation is defined as a condition mental attitude that influences a person's behavior because it gives purpose, intensity and persistence to do something according to certain goals (Hughes, 2012). Work motivation is important for all employees as encouragement to fulfill needs so that employees can adapt to their environment positively in order to achieve the desired goal achieved and complete organizational tasks effectively. Thus, the goal organizational goals and expectations can be achieved. In research conducted by Hara (2016), Ridwan (2019) show that motivation has a positive influence and significant to organizational performance.

H4: Work motivation has a positive effect on the performance of the staff members of the Faculty of Social and Political Sciences at Halu Aleo-Kendari University.

METHOD

This take a look at makes use of number one facts. The facts received on this examine used the survey method. The survey studies method is an observational attempt to attain clean facts approximately a particular hassle in a take a look at "(Riduwan. 2008). The type of research used is descriptive and verification research. Descriptive studies is research that pursuits to obtain a description of the characteristics of the studies variables. In this have a look at, records and information were collected from respondents the usage of a questionnaire. After the information is obtained, the effects will be provided descriptively and at the give up of the examine could be analyzed to check the hypotheses that were proposed at the beginning this studies (Effendi in Riduwan. 2008). While the research design is all of the techniques wished in making plans and carrying out studies. The planning procedure begins from identifying, selecting and formulating troubles to formulating hypotheses and their relation to current idea and literature and the relaxation of the process is the first stage operational of research.

RESULT AND DISCUSSION

Before testing the hypothesis, test the validity and reliability of the tool first. Validity check is used for check whether or not or now not the research questionnaire, questionnaire or instrument is valid if

the results of the Correlation Test check are legitimate. Pearson Product Moment shows that the price of $r_{count} > r_{desk}$ (0.361). The results of our checks discovered that the r remember cost of all validity check outcomes is greater than r table (0.361) and Sig price. $0.000 < \alpha$ 0.05. This means that all items in the questionnaire are valid in measuring research variables (Ghozali, 2012; Nazaruddin & Basuki, 2015).

Furthermore, a reliability test was carried out to determine the reliability of the questionnaire used in measuring research variable variables. This test uses the Cronbach Alpha test with the help of software SPSS, provided that if the alpha coefficient value is > 0.70 , it is able to be concluded that the tool used is dependable or reliable. The results of the reliability take a look at confirmed that all variables in the examine had a Cronbach's Alpha fee extra than 0.70 or even all of them extra than 0.80 . Therefore the reliability of the instrument is said to be excessive (Ghozali, 2012; Nazaruddin & Basuki, 2015).

Next, a classical assumption take a look at is performed such as normality, multicollinearity and heteroscedasticity tests. The normality test results using the Kolmogorov Smirnov check determined that the sig. Of $0.632 > \alpha$ (0.05) because of this information generally distributed. Next, the heteroscedasticity check with the Glesjer test shows that the significance fee is higher extra than α 0.05 for all variables, then the regression version isn't always affected heteroscedasticity or residual variance it's far homogeneous. Next, test effects multicollinearity thru tolerance values on all impartial variables is greater than 0.1 and for VIF values less than 10 .

Thus it could be concluded that there may be no multicollinearity between every unbiased variable (Ghozali, 2012; Nazaruddin & Basuki, 2015). Refer to all test outcomes the validity and reliability of the tool and take a look at classical assumptions are met, then speculation checking out may be done. The price of the duty variable shows that t matter is $-0.850 < 2.064$ (t table) and Sig. Of $0.404 > \alpha$ 0.05 , then H1a is rejected, that means duty no impact on paintings motivation.

It also can be seen that Accountability variable values imply that t be counted is $2.136 > 2.069$ (t desk) and Sig price. Of $0.044 < \alpha$ 0.05 , then H1b is accepted, meaning accountability significant positive effect on performance of staff members of the Faculty of Social and Political Sciences, Aleo-Kendari University of Halu. While value

organizational culture variables show that t count is $4.091 > 2.064$ (t desk) and Sig cost. Of $zero.000 < \alpha 0.05$ H2a accepted, meaning that organizational culture has a positive and significant effect on work motivation. Next, the variable values

Organizational Culture shows that t count of $3.853 > 2.069$ (t desk) and Sig fee. Of $0.001 < \alpha 0.05$, then H2b is accepted, meaning organizational culture significant positive effect on the performance of staff members of the Faculty of Social and Political Sciences. Next, the value of the ethical variable leadership shows that t count of $3.593 > 2.064$ (t table) and the fee of Sig. Of $zero.001 < \alpha 0.05$, then H3a accepted, meaning ethical leadership positive and significant effect on work motivation. Ethical variable value

Leadership shows that t arithmetic of $2.577 > 2.069$ (t desk) and the price of Sig. Of $0.017 < \alpha 0.05$, then H3b accepted, meaning ethical leadership as well significant positive effect on performance of staff members of the Faculty of Social and Political Sciences, Aleo-Kendari University of Halu. Finally, based on information in Table 2, the value of t count is $2.371 > 2.069$ (t desk) and Sig. As large $0.027 < \alpha zero.05$, then H4 is commonplace, meaning that work motivation has a wonderful effect huge to worker performance.

CONCLUSION

This look at goals to observe the effect of duty, organizational lifestyle and moral leadership on motivation worker paintings and overall performance of group of workers individuals of the Faculty of Social and Political Sciences, Halu Aleo-kendari University. This take a look at observed that organizational subculture and moral leadership had an effect effective effect at the paintings motivation of stakeholders at the Faculty of Social and Political Sciences, Aleo-Kendari University of Halu. Meanwhile, responsibility only impacts the overall performance of personnel members of the Faculty of Social and Political Sciences, but does not have an effect on the paintings motivation of stakeholder

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directors. From these findings, there are essential implications

What needs to be emphasized is the importance of accountability so that the records contained in it's miles executed can be used as material for consideration in decision making, specially related to efforts to enhance overall performance. Next, there wishes to be an attempt regulates how the lifestyle within the Faculty of Social and Political Sciences can run conducively considering that this can growth worker motivation which in flip contributes to achieving higher performance. Lastly, what isn't any much less essential is moral leadership. This is because it's miles vital to use a healthy and right check whilst choosing top management to ensure that the candidate

The chief has an moral personality. Matter This is important to do given the leadership Ethics performs a totally crucial role in motivating the following worker is also related with multiplied organizational performance. Regardless of the findings and implications pretty precious, this studies isn't always spared from lack. First, this studies only executed within the scope of Aleo-Kendari Halu University in order that the capability to generalize results remains tremendously weak.

Therefore, in addition research wishes to be performed somewhere else to assist or even refute the outcomes of the examine This. Next, this have a look at does not take a look at whether or not paintings motivation has a mediating or moderating function. Therefore very exciting if the following research considers this. Finally, this study makes use of an method a survey loaded with weaknesses from the component of the depth of the investigation consequences. Future research is tremendously advocated to apply other methods including case research, longitudinal, phenomenological, or mixed studies strategies with a triangulation method so as to obtain internal validity and stronger external research consequences.

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